## **CHRC-MISSION**

To lead Columbus in building and maintaining an inclusive community by:

- **▲ ENFORCING THE HUMAN RIGHTS ORDINANCE**
- **▲ EDUCATING THE PUBLIC**
- ▲ CHALLENGING ATTITUDES AND SYSTEMS THAT CREATE BARRIERS TO EQUALITY
- ▲ EMPOWERING COMMUNITY MEMBERS TO ADVANCE THIS MISSION

## **HUMAN RIGHTS ORDINANCE**

City of Columbus Municipal Code:

- ▲ Chapter 2.58 -Human Rights Commission
- ▲ Chapter 9.24 -Discrimination Generally
- ▲ Chapter 9.28 Housing Discrimination

These statutes can be found on our website: <a href="https://www.columbus.in.gov/human-rights/">www.columbus.in.gov/human-rights/</a> under the "About Us" tab on the left

### **CHRC RULES AND REGULATIONS**

Sections: II, II, & IV:

Prohibition of discrimination on the basis of Age, Sexual Orientation and Gender Identity



The Human Rights Commission has been Valuing Diversity and Promoting Equality in Columbus, Indiana

Since 1962

# **CONTACT US:**

**HUMAN RIGHTS COMMISSION** 

123 Washington Street #5 Columbus, Indiana 47201

Phone: 812-376-2532 Fax: 812-375-2752

humanrights@columbus.in.gov Www.columbus.in.gov/human-rights/





# COLUMBUS HUMAN RIGHTS COMMISSION



Fosters Equal Opportunity in:

EMPLOYMENT

HOUSING

EDUCATION

CREDIT

PUBLIC ACCOMODATION

#### **HUMAN RIGHTS ORDINANCE**

The Human Rights Ordinance states that It is the public policy of the City of Columbus to provide all of its residents equal opportunity and that is unlawful to discriminate in the areas of employment, housing, education, public accommodation or credit on the basis of:

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- Race
- Religion
- ▲ Color



- Disability
- National origin or ancestry

## **CHRC RULES & REGULATIONS:**

Through its Rules and Regulations Sections II, III & IV, the Human Rights Commission prohibits discrimination on the basis of:

- Age
- Sexual Orientation
- ▲ Gender Identity

In the areas of employment, housing, education, public accommodation or credit. Age, Sexual Orientation and/or Gender Identity complaints are processed through the Commission's Voluntary Mediation Program. (See section II (W) under the Commission's Rules and Regulations)

"The most important service to others is service to those who are not like yourself,"

U. Irwin Miller

#### **HISTORY**

The Columbus Human Rights Commission had it's beginning in 1962. Surviving under challenging conditions it has transformed into the comprehensive civil rights enforcement agency it is today.

#### **SERVICES**

<u>Complaint Processing:</u> The Human Rights staff are here to assist visitors and residents who live in Columbus and those who work in Columbus who believe they are facing discrimination.

Individual Technical Assistance: The office also provides technical assistance to residents who need assistance with state and/or federal claims to such agencies as The Indiana Civil Rights Commission, EEOC and Department of Labor for FMLA cases.

**Business Technical Assistance:** Staff also can provide technical assistance, training and education to businesses who need help in understanding and interpreting the requirements of anti-discrimination law.

Education and Training: The Human Rights Commission also provides community education and outreach often collaborating or partnering with other organizations to help fulfill the mission of challenging attitudes and systems that create barriers to equality. You can stay updated on all of the education projects or events through our City of Columbus website or facebook.

www.columbus.in.com/humanrights/ www.facebook.com/columbusadventure



#### FILING A DISCRIMINATION COMPLAINT

If you believe you have been discriminated against, you can write, call, email, fax or visit our office for assistance from staff. If the complaint falls within the Commission's jurisdiction, a formal complaint may be filed with our office.

In some cases, the Commission may recommend referral of the case to another agency depending upon the circumstances of the facts and jurisdiction.



"Definition of DISCRIMINATION- Treatment or consideration of, or making a distinction in favor of or against, a person based on the legal protected class to which that person belongs rather than on individual merit or objective criteria."